

Equity Inclusion Policy

1. Purpose

Cairns Psychology Group is committed to creating an environment where all children feel safe, respected, and included. This policy ensures that equity is upheld, diversity is respected, and the unique needs of all children and families are recognised in every aspect of our service delivery. It reflects the Queensland Child Safe Standards and our values of fairness, dignity, and respect.

2. Scope

This policy applies to:

- All staff, contractors, students, and volunteers
- All children, young people, families, and visitors engaging with Cairns Psychology Group
- All services and environments, including onsite, outreach, community, and telehealth

Note: Clinicians engaged with Cairns Psychology Group are independent practitioners. They are accountable for their own professional practice and regulatory compliance. While independent, clinicians are expected to align with this policy and the child safety framework of Cairns Psychology Group when providing services under the practice name.

3. Guiding Principles

- Every child has the right to feel safe, valued, and included.
- Services must be accessible and free from discrimination.
- Differences in culture, language, ability, gender identity, and background are strengths.
- Aboriginal and Torres Strait Islander children have the right to cultural safety and connection to community.
- Children's voices and experiences must guide decisions that affect them.

4. Commitments

Cairns Psychology Group commits to:

- Ensuring all staff uphold the rights of every child to fair treatment.
- Providing services that are culturally safe for Aboriginal and Torres Strait Islander children, including consultation with Elders and community representatives.
- Respecting and supporting the participation of children with disability, ensuring reasonable adjustments are made.
- Valuing the cultural, religious, and linguistic diversity of families.
- Supporting children and young people who identify as LGBTQ+.
- Ensuring gender equity and promoting respectful relationships.

- Providing accessible information for children and families, including in plain language and alternative formats where needed.
- Removing barriers to participation by considering cost, location, and access needs.

5. Staff Responsibilities

- Treat all children and families with respect, fairness, and cultural sensitivity.
- Complete regular training in cultural safety, disability awareness, and inclusive practice.
- Challenge discriminatory behaviour or language if observed.
- Adapt communication styles to meet the needs of children (e.g., visual supports, interpreters, simplified explanations).
- Clinicians (Independent Practitioners) – while responsible for their own professional practice, are expected to uphold this policy and Cairns Psychology Group's child safety framework when delivering services under the practice name.

6. Participation and Feedback

- Children and families are encouraged to provide feedback on how inclusive and safe they feel.
- Child-friendly complaints processes are available to address concerns about discrimination or exclusion.
- Regular consultation with families and community groups ensures services remain responsive.

7. Monitoring and Continuous Improvement

- The Practice Manager will review access and inclusion annually.
- Equity and inclusion indicators will be included in staff supervision and team meetings.
- The Risk Assessment Register will capture risks related to exclusion or inequity.
- Lessons learned from complaints, audits, or feedback will be integrated into policy updates.

8. Review

This policy will be reviewed every 2 years, or earlier if legislation or standards change.

Next review due: August 2027

Approval

Signed on behalf of Cairns Psychology Group:

Name: _____

Position: _____

Date: _____